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U.S. COUNCIL OF NATIONAL DEFENSE,
ADVISORY COMMISSION,

COMMITTEE ON LABOR

(INCLUDING CONSERVATION AND WELFARE OF WORKERS)

SAMUEL GOMPERS

CHAIRMAN



ORGANIZATION OF THE COMMITTEE

SCOPE AND OBJECTS

PRELIMINARY ACTIVITIES

OUTLINE OF PLANS OF SUBCOMMITTEES

MEMBERSHIP LIST



WASHINGTON
GOVERNMENT PRINTING OFFICE

1917

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THE COMMITTEE ON LABOR.

[Including Conservation and Welfare of Workers.]

SAMUEL GOMPERS, *Chairman.*

Organization of the Committee on Labor, of the Advisory Commission, Council of National Defense—Its Objects and Preliminary Outline of its Scope of Work and Personnel.

The Committee on Labor, Samuel Gompers, chairman, forms one of the seven divisions of the work of the Advisory Commission, Council of National Defense. Its objects, in general terms, are: (a) to advise in regard to the conservation and welfare of the workers in the nation's industries, and (b) to advise in regard to means of adjustment of employment problems without interruption of industry.

The chairman of the Committee on Labor called a meeting for organization purposes in Washington, April 2, 1917. More than 150 were in attendance at this meeting—labor representatives and employers in the leading industries of the country. There were present officers and executive committee members of the American Federation of Labor, presidents or representatives of the leading international unions and of the railway brotherhoods, representatives of the National Association of Manufacturers, and of a wide range of commercial, transportation, financial, and civic interests.

The entire day and part of the night were occupied in discussion of problems of industrial mobilization, with special reference to labor. It became clear that on the issue of national defense a remarkable unity of purpose had developed among these many diverse groups, which it would be possible to utilize to practical ends through the formation of this committee of the Advisory Commission. A strong disposition was manifest to avoid the unfortunate industrial experiences of England in the opening months of the war.

EXPLANATORY.—By an act of the Sixty-fourth Congress (Army appropriation bill, H. R. 17498, Public No. 242, approved Aug. 29, 1916) there was created—

(1) A Council of National Defense, consisting of the Secretary of War, the Secretary of the Navy, the Secretary of the Interior, the Secretary of Agriculture, the Secretary of Commerce, and the Secretary of Labor.

(2) An Advisory Commission to the Council of National Defense, to be appointed by the President of the United States.

The members of the Advisory Commission, appointed by the President, with the assignment of each as chairman of a committee, are as follows:

Franklin H. Martin, medicine, including general sanitation.

Samuel Gompers, labor, including conservation of health and welfare of workers.

Daniel Willard, transportation and communication.

Hollis Godfrey, science and research, including engineering and education.

Bernard Baruch, raw materials, minerals and metals.

Howard Coffin, munitions, manufacturing, including standardization and industrial relations.

Julius Rosenwald, supplies, including food, clothing, etc.

A permanent organization was formed, and an executive committee named, of 11 members. This executive committee during the first month held five all-day sessions, and developed a working plan of organization which in respect to some of the most important matters confronting the committee is ready for service if the Council shall so require. Eight national committees have been appointed, of which those whose plans are furthest advanced are the committees in relation to wages and hours, mediation and conciliation, women in industry, and welfare work, the latter including safety, sanitation, industrial training and kindred subjects outlined in detail on a subsequent page. The principle upon which these features of welfare work is based, in the committee's assigned task, is that the health, welfare, and efficiency of the workers in the vital industries upon which all else depends are fundamental resources which should be conserved in the interest of the national defense.

The chairman and many of the members of these national committees are giving their time and abilities freely as a patriotic service to the Government. There are also in course of organization a number of subcommittees, through which the voluntary services of experts and technicians in several fields are available.

In addition, support and cooperation have been pledged to the Committee on Labor by a large number of national and local organizations, both of labor and of industry, and representing various civic and technical fields. Among these are the American Federation of Labor, the National Association of Manufacturers, the American Institute of Architects, the National Fire Prevention Association, the National Board of Fire Underwriters, the Illuminating Engineering Society, the National Council of Safety, the American Museum of Safety, the National Consumers' League, the National Child Labor Committee, the American Association of Industrial Physicians and Surgeons, the American Public Health Association, the Young Men's Christian Association, the National Civic Federation, especially its departments on welfare work, mediation, and conciliation, industrial accident prevention, and social insurance; bureau of registration and information of the National League for Women's Service, the National Association for the Promotion of Industrial Education, the Mining and Metallurgical Society of America, the Washington Department of the Technology Clubs, associated; the American Society of Heating and Ventilating Engineers, and the Joint Conference of Coal Miners and Operators of Illinois, Indiana, Ohio, and western Pennsylvania.

The English experience in dealing with employment problems of the utmost gravity, which arose under the early war stress, has been placed at the disposal of the Committee on Labor by a commission of four representatives of English labor and of welfare work who visited this country in response to the cabled request of Chairman Gompers to Premier Lloyd George. The members of this commission were:

Right Hon. C. W. Bowerman, privy councillor and member of British House of Commons; secretary of British Trades Union Congress parliamentary committee.

James H. Thomas, privy councillor, member of Parliament; general secretary National Union of Railwaymen, Great Britain and Ireland.

Joseph Davies, member of the secretariat of the prime minister.

H. W. Garrod, representing labor, department of ministry of munitions.

These gentlemen were in frequent conference with executive committee members of the Committee on Labor during their stay, and were joined by two Canadian representatives of labor sent by the Government of Canada, also in response to Mr. Gompers' request, namely:

J. C. Waters, president of the Trades and Labor Council of Canada, and Giddeon D. Robertson, vice president of the National Association of Railway Telegraphers.

Both the English and Canadian commissioners were heard at length at a public session of the Committee on Labor on May 15, attended by about 200 members and extending well into the night. The discussion at this meeting proved of high practical value and was participated in further by Judge Maurice Sheldon Amos, of the British commission; James Duncan, representing labor on the commission to Russia; John D. Rockefeller, jr.; Daniel Guggenheim; John R. Alpine, president Plumbers and Steamfitters' Association; Emerson McMillin; Arthur O. Wharton, president railway employees' department, American Federation of Labor; Theodore Marburg; George W. Perkins, president International Cigarmakers' Union; Julia C. Lathrop, Chief of Children's Bureau, Department of Labor; Colgate Hoyt; Miss Sara A. Conboy, secretary United Textile Workers; former Ambassador Myron T. Herrick; John H. Patterson, president National Cash Register Co., and others.

The committee and its guests were received at the White House by President Wilson, who expressed his personal interest in the work of the committee and his desire to cooperate in furtherance of its objects. Speaking particularly of the committee's declared object of maintaining established standards for the protection of labor the President said:

I have been very much alarmed at one or two things that have happened—at the apparent inclination of the legislatures of one or two of our States to set aside even temporarily the laws which have safeguarded the standards of labor and of life. I think nothing would be more deplorable than that. We are trying to fight in a cause which means the lifting of the standards of life, and we can fight in that cause best by voluntary cooperation. I do not doubt that any body of men representing labor in this country speaking for their fellows will be willing to make any sacrifice that is necessary in order to carry this contest to a successful issue, and in that confidence I feel that it would be inexcusable if we deprived men and women of such a spirit of any of the existing safeguards of law. Therefore, I shall exercise my influence as far as it goes to see that that does not happen and that the sacrifices we make shall be made voluntarily and not under the compulsion which mistakenly is interpreted to mean a lowering of the standards which we have sought through so many generations to bring to their present level.

Under the auspices of the Committee on Labor the British representatives of labor visited some of the great industrial centers of the country, including particularly New York, Pittsburgh, Chicago, Cleveland, Albany, Schenectady, and Boston. On this tour they gave to the industrial situation in this country, as it faces the problems created by the war, the benefit of their experience and counsel both in public meetings and in joint conferences with labor representatives, employers, and others engaged prominently in civic and economic affairs.

The Committee on Labor, including its national committees and subcommittees, has now a membership of about 375. The scope of the proposed work of certain committees is indicated in the outline given in the following pages, which of necessity can not convey an adequate impression of the far-reaching extent and significance of the

subjects involved. In certain respects the organization work of the committee has been delayed by lack of adequate office facilities, but suitable provision has now been made on the tenth floor of the Munsey Building, in Washington.

The committee recommended to the Council of National Defense, in connection with the recent conference of State governors in Washington, that State committees on labor similar in scope to the national committee be included in the plans of organization of State councils which may be formed or are already at work, with a request for co-operation by the State labor committees so formed with the national Committee on Labor. Such State labor committees would afford an additional means of utilizing throughout the country the offers of assistance and cooperation which are being received by the Committee on Labor in increasing volume.

The Committee on Labor recommended to the Advisory Commission a declaration, which was in turn referred to the Council of National Defense, regarding the maintenance of industrial and legislative standards. The Council of National Defense approved and made the same public. Finding that the purpose and intent of the declaration was misinterpreted, the Committee on Labor recommended to the Advisory Commission and to the Council of National Defense the adoption of an amplification of the declaration. The text of the original declaration and of the subsequent amplification here follows:

RESOLUTION ADOPTED AT MEETING OF EXECUTIVE COMMITTEE, COMMITTEE ON LABOR.

[As approved by Advisory Commission and Council of National Defense, Apr. 6, 1917.]

The defense and safety of the Nation must be the first consideration of all patriotic citizens. To avoid confusion and facilitate the preparation for national defense and give a stable basis upon which the representatives of the Government may operate during the war, we recommend:

First. That the Council of National Defense should issue a statement to employers and employees in our industrial plants and transportation systems advising that neither employers nor employees shall endeavor to take advantage of the country's necessities to change existing standards. When economic or other emergencies arise requiring changes of standards, the same should be made only after such proposed changes have been investigated and approved by the Council of National Defense.

Second. That the Council of National Defense urge upon the legislatures of the States, as well as all administrative agencies charged with the enforcement of labor and health laws, the great duty of rigorously maintaining the existing safeguards as to the health and the welfare of workers, and that no ¹ departure from such present standards in State laws or State rulings affecting labor should be taken without a declaration of the Council of National Defense that such a departure is essential for the effective pursuit of the national defense.

Third. That the Council of National Defense urge upon the legislatures of the several States that before final adjournment they delegate to the governors of their respective States the power to suspend or modify restrictions contained in their labor laws when such suspension or modification shall be requested by the Council of National Defense; and such suspensions or modifications when made shall continue for a specified period and not longer than the duration of the war.

AMPLIFICATION OF DECLARATION.

[Adopted by executive committee Apr. 16, 1917.]

There seems to be some misunderstanding of the scope of the statement made by the Council of National Defense when it advised "that neither employers nor employees shall endeavor to take advantage of the country's necessities to change existing standards." In order that that misunderstanding may be removed, the following amplification is made:

¹ "No departure from present standards" was intended to mean "no lowering of present standards."

There have been established by legislation, by mutual agreement between employers and employees, or by custom certain standards constituting a day's work. These vary from 7 hours per day in some kinds of work to 12 hours per day in continuous operation plants. The various States and municipalities have established specific standards of safety and sanitation and have provided inspection service to enforce the regulations. They have also established maximum hours of work for women and minimum age limits for children employed in gainful occupations. It is the judgment of the Council of National Defense that the Federal, State, and municipal governments should continue to enforce the standards they have established unless and until the Council of National Defense has determined that some modifications or change of standards is essential to the national safety; that employers and employees in private industries should not attempt to take advantage of the existing abnormal conditions to change the standards which they were unable to change under normal conditions.

The one other standard that the council had in mind was the standard of living. It recognizes that the standard of living is indefinite and difficult to determine, because it is in a measure dependent upon the purchasing power of wages. It believes, however, that no arbitrary change in wages should be sought at this time by either employers or employees through the process of strikes or lockouts without at least giving the established agencies, including those of the several States and of the Government, and of the mediation board in the transportation service and the Division of Conciliation of the Department of Labor in the other industries, an opportunity to adjust the difficulties without a stoppage of work occurring. While the Council of National Defense does not mean to intimate that under ordinary circumstances the efficiency of workers is the only element that should be taken into consideration in fixing the hours of labor, safety, sanitation, women's work, and child labor standards, such efficiency is the object that must be attained during the period when the Nation's safety is involved. It may therefore be necessary for the council as a result of its investigations and experience to suggest modifications and changes in these standards during that time. It is not the purpose of the council, however, to undertake to determine the wage rate that will be sufficient to maintain the existing standards of living. Such questions as can not be adjusted by private negotiations should be referred to the mediation agencies above referred to or to such other constituted agencies as may exist to the end that such questions may be adjusted in an orderly and equitable manner to avoid the stoppage of industries which are so vital to the interests of the Nation at this critical time.

ORGANIZATION OF THE COMMITTEE ON LABOR.

SAMUEL GOMPERS, *Chairman.*

EXECUTIVE COMMITTEE.

Chairman, SAMUEL GOMPERS, president American Federation of Labor, Washington, D. C.

WILLIAM B. WILSON, Secretary Department of Labor, Washington, D. C.

V. EVERIT MACY, president the National Civic Federation, New York.

JAMES LORD, president Mining Department, American Federation of Labor, Washington, D. C.

ELISHA LEE, general manager Pennsylvania Railroad Co., Philadelphia, Pa.

WARREN S. STONE, grand chief Brotherhood of Locomotive Engineers, Cleveland, Ohio.

C. E. MICHAEL, National Association of Manufacturers (president Virginia Bridge & Iron Co.), Roanoke, Va.

FRANK MORRISON, secretary American Federation of Labor, Washington, D. C.

LEE K. FRANKEL, third vice president Metropolitan Life Insurance Co., New York.

JAMES O'CONNELL, president Metal Trades Department, American Federation of Labor, Washington, D. C.

LOUIS B. SCHRAM, chairman labor committee United States Brewers' Association, Brooklyn, N. Y.

RALPH M. EASLEY, assistant to Samuel Gompers as chairman of executive committee, New York.

JAMES W. SULLIVAN, assistant to Samuel Gompers as member of Advisory Commission, Washington, D. C.

Miss GERTRUDE BEEKS, secretary of executive committee, New York.

NATIONAL COMMITTEES AND CHAIRMEN.

Wages and Hours.—FRANK MORRISON, Washington, D. C.

Mediation and Conciliation.—V. EVERIT MACY, New York.

Welfare Work.—LOUIS A. COOLIDGE, Boston, Mass.

Women in Industry.—Mrs. BORDEN HARRIMAN, Washington, D. C.

Information and Statistics.—Dr. FREDERICK L. HOFFMAN, Newark, N. J.

Press.—GRANT HAMILTON, Washington, D. C.

Publicity.—Dr. E. T. DEVINE, New York.

Cost of Living—Domestic Economy.—S. THRUSTON BALLARD, Louisville, Ky.

DETAILED OUTLINES OF COMMITTEE WORK.

The scope and plan of work of four of the eight national committees, those on wages and hours, mediation and conciliation, welfare work, and women in industry, is indicated in the following outlines, which also show the chairmen of subordinate committees so far as appointed:

NATIONAL COMMITTEE ON WAGES AND HOURS.

FRANK MORRISON, *Chairman.*

NATIONAL SUBCOMMITTEES.

1. Government regulations: (a) General rules; (b) special rules (to cover overtime, night shifts, Saturday afternoons, and Sunday work; Federal or State enactments); (c) model Federal labor law (to establish uniform labor conditions); (d) analyses of State laws and incorporation of best provisions in one model. ARTHUR E. HOLDER, *Chairman.*

2. Standards of working conditions: (a) For Federal and State laws (lighting, drinking water, ventilation, sanitary devices, etc.); (b) specifications by munitions board (welfare requirements under which munitions and supplies shall be made); (c) administration of labor laws. WM. J. SPENCER, *Chairman.*

3. Trade agreements in industry: (a) Trade conferences, national and local; (b) adjustment boards, both in Government plants and wherever Government supplies are manufactured. JAMES O'CONNELL, *Chairman.*

4. Coordination of employment agencies: (a) Employment; (b) mobilization of women for industrial service; (c) sources of supply of workers. ALBERT J. BERRES, *Chairman.*

NATIONAL COMMITTEE ON MEDIATION AND CONCILIATION.

V. EVERIT MACY, *Chairman.*

The committee on mediation and conciliation shall consist of an executive committee of five members, an even number from each of the three groups, respectively, of wage earners, employers, and the general public, and local committees in as many industrial centers as it is possible to organize, said local committees to be formed along the same lines as the national committee.

The executive committee and all the local committees shall hold themselves in readiness to cooperate upon call from the Council of National Defense, the Advisory Commission of the Council of National

Defense, the chairman of the Committee on Labor of the Advisory Commission, the board of Federal mediators, the commissioners of conciliation of the United States Department of Labor, and the State boards of conciliation.

The executive committee and all local committees are to be appointed by the chairman of the Committee on Labor.

The size of the local committees will depend upon the size of the respective communities.

Neither the executive committee nor the local conciliation committees shall arbitrate disputes but, where conciliation fails, the committees will be expected to urge arbitration between the contending parties, they selecting their own arbitrators.

NATIONAL COMMITTEE ON WELFARE WORK.

LOUIS A. COOLIDGE, *Chairman*.

Executive committee.—L. A. Coolidge, chairman; Charles F. Brooker, Walter J. Fahy, Edwin Farnham Greene, Edwin M. Herr, Thomas F. Logan, Cyrus H. McCormick, A. J. Porter.

SECTIONAL AND DIVISIONAL NATIONAL SUBCOMMITTEES.

I. Industrial safety, L. R. PALMER, chairman sectional committee, Harrisburg, Pa.

Scope of safety activities.—(a) Structural safety, (b) fire prevention, (c) accident prevention, (d) dust and fumes.

Divisional committees and chairmen.—(1) Structural safety, Robert D. Kohn, New York; (2) fire prevention, H. W. Forster, Philadelphia; (3) accident prevention, M. A. Dow, New York; (4) dust and fumes, Lewis T. Bryant, Trenton, N. J.

II. Sanitation, Dr. WILLIAM A. EVANS, chairman sectional committee, Chicago.

Scope of sanitary activities.—Shop, industrial village, and public: (a) sewage; (b) ventilation; (c) lighting; (d) drinking water; (e) wash-rooms, laundries, drying rooms, and lockers; (f) hospital service and medical supervision; (g) diagnostic clinics; (h) industrial diseases and poisons; (i) fatigue; (j) personal hygiene; (k) domestic hygiene; (l) home nursing; (m) especially for women: seats, rest periods, rest rooms, and elevators; (n) lunch rooms; (o) food values; (p) house-keeping efficiency, and other matters related to physical health.

Divisional committees and chairmen.—(1) Lighting, L. B. Marks, New York; (2) fatigue, Dr. Thomas Darlington, New York; (3) ventilation, Werner Nygren, New York; (4) drinking water, Albert L. Webster, New York; (5) industrial diseases and poisons, Dr. W. G. Hudson, Wilmington, Del.; (6) home nursing, Miss Lillian D. Wald, New York. (Other committees to be appointed.)

III. Vocational education, H. E. MILES, chairman sectional committee, Racine, Wis. (Special training for women, unskilled men, and boys.)

IV. Housing, PHILIP HISS, chairman sectional committee, New York. (Divisional subcommittees to be proposed; including industrial villages, city tenements, and corporation boarding houses.)

V. Recreation, Dr. GEORGE J. FISHER, chairman sectional committee, New York. (Divisional subcommittees to be proposed.)

VI. Correlation of agencies covering welfare activities, i. e., various national organizations. (Chairman to be appointed.)

VII. Public education in health matters, Dr. ALVAH H. DOTY, chairman sectional committee, New York.

VIII. Public cooperation through Federal, State, and municipal agencies; including labor and health departments. (Chairman to be appointed.)

IX. Standard guides for employers, A. PARKER NEVIN, chairman sectional committee, New York.

NATIONAL COMMITTEE ON WOMEN IN INDUSTRY.

Mrs. BORDEN HARRIMAN, *Chairman*.

Executive committee.—Mrs. Borden Harriman, chairman; Mrs. George Vanderbilt, treasurer; Pauline Goldmark, secretary; Miss Mildred Chadsey, executive secretary; Mrs. Sara A. Conboy, Mrs. V. Everit Macy, Melinda Scott, Mary Anderson, Grace Abbott, Marie Obenauer.

NATIONAL SUBCOMMITTEES.

I. Location of workers and conditions of labor.

II. General living conditions of transported workers and local transportation facilities.

III. Industrial standards. (*a*) Hours of labor, (*b*) weekly day of rest, (*c*) night work, (*d*) rest periods, (*e*) protection from overfatigue and industrial diseases, (*f*) sanitation, (*g*) wages, (*h*) prohibition of tenement house trades.

IV. Women doing work customarily done by men. (*a*) Suitability of the work, (*b*) wages.

V. Alien women in industry.

VI. Colored women.

RESOLUTIONS ADOPTED AT THE FIRST MEETING OF THE COMMITTEE ON WOMEN IN INDUSTRY.

I. STANDARD.

Resolved, That we reiterate the statement of the labor committee of the Council of National Defense, that in the interest of health, output, and peace in industry there should be no movement to relax existing labor standards, especially in regard to hours of labor and weekly day of rest.

II. MARRIED WOMEN WITH YOUNG CHILDREN.

Resolved, That we view with alarm the increase of employment of married women with young children, and believe that efforts should be made to stem this movement as far as practicable, especially as regards night work, and that these women should be the last to enter into industry.

Since women in their generous impulse to render service are offering to enter industry, therefore be it—

III. NOT TAKING PLACE OF WAGE EARNERS.

Resolved, That their attention be called to the danger of undercutting existing wage standards and of displacing workers dependent on their own earnings.

GENERAL MEMBERSHIP LIST.

COMMITTEE ON LABOR.

- ABBOTT, GRACE, director Child Labor Division of the Children's Bureau, Department of Labor, Washington, D. C.
- ADAMS, A. E., president Brotherhood of Railroad Signalmen, Chicago, Ill.
- ADAMS, EDGAR E., general superintendent Cleveland Hardware Co., Cleveland, Ohio.
- ALIFAS, N. P., president District 44, International Association of Machinists, Washington, D. C.
- ALPINE, JOHN R., general president United Association of Plumbers and Steam Fitters, Chicago, Ill.
- ANDERSON, J. F., International Association of Machinists, Washington, D. C.
- ANDERSON, MISS MARY, organizer, Boot and Shoe Workers' Union, Chicago, Ill.
- ANDREWS, ROGER M., president Andrews Publications, Menominee, Mich.
- ARMSTRONG, FRANK C., president Ray Hercules Copper Co., New York.
- AXTELL, MRS. FRANCES C., Workmen's Compensation Commission, Washington, D. C.
- BAGLEY, MRS. FREDERICK P., Boston, Mass.
- BAINE, C. L., secretary-treasurer Boot and Shoe Workers' Union, Boston, Mass.
- BAKER, GEO. F., vice president First National Bank, New York.
- BALLARD, S. THRUSTON, Ballard & Ballard Co., Louisville, Ky.
- BANCROFT, EDGAR A., general counsel International Harvester Co., Chicago, Ill.
- BARBOUR, W. T., president Detroit Stove Works, Detroit, Mich.
- BARDELEBEN, HENRY DE, president Alabama Coal & Iron Co., Birmingham, Ala.
- BARKER, A. E., president International Brotherhood of Maintenance of Way Employees, Detroit, Mich.
- BARNARD, MISS KATE, former State factory inspector, Oklahoma City, Okla.
- BARNUM, MISS GERTRUDE, journalist, Riverside, Ill.
- BASS, ROBERT P., former governor of New Hampshire, New York.
- BEEKS, MISS GERTRUDE, director welfare department The National Civic Federation, New York.
- BELMONT, AUGUST, New York.
- BEMIS, ALBERT FARWELL, president National Association of Cotton Manufacturers, Boston, Mass.
- BENNETT, PAUL, president United Powder and High Explosive Workers, Coalmont, Ind.
- BERGER, MARCY I., director service department, Wholesale Clothiers' Association, Chicago, Ill.
- BERGSTROM, CARL, secretary Paving Cutters' International Union, Albion, N. Y.
- BERRER, A. J., secretary-treasurer Metal Trades Department, American Federation of Labor, Washington, D. C.
- BERRY, DAVID J., managing editor National Labor Journal, Pittsburgh, Pa.
- BERRY, GEO. L., president International Printing Pressmen's and Assistants' Union of North America, Pressmen's Home, Tenn.
- BITTNER, VAN, organizer, United Mine Workers of America, Pittsburgh, Pa.
- BLISS, CORNELIUS N., jr., New York.
- BLOOM, Major J. E., Washington, D. C.
- BOWEN, GEORGE J., International Association of Machinists, Bridgeport, Conn.
- BOWEN, WM. president Bricklayers, Masons, and Plasterers' International Union, Indianapolis, Ind.
- BRADY, NICHOLAS F., president New York Edison Co., New York.
- BRADY, PETER J., president Allied Printing Trades Council, New York State, New York.
- BRECKINRIDGE, Miss S. P., University of Chicago, Chicago, Ill.
- BRITTON, W. W., president Metal Polishers' International Union, Cincinnati, Ohio.
- BROOKER, CHARLES F., president Coe Brass Manufacturing Co., Ansonia, Conn.
- BROWN, DICK Q., Tide Water Oil Co., New York.
- BROWN, H. W., International Association of Machinists, Newark, N. J.
- BROWN, J. G., president International Shingle Weavers' Union, Seattle, Wash.
- BRYAN, WM. E., general president International United Brotherhood of Leather Workers on Horse Goods, Kansas City, Mo.
- BRYANT, LEWIS T., State commissioner of labor, Trenton, N. J.
- BUTTERWORTH, Frank, president International Brick, Tile, and Terra-Cotta Workers' Alliance, Chicago, Ill.
- BYLLESBY, HENRY M., H. M. Byllesby & Co., Chicago, Ill.
- CAMINETTI, A., Bureau of Immigration, Department of Labor, Washington, D. C.
- CAREY, J. T., president-secretary International Brotherhood of Paper Makers, Albany, N. Y.

- CARROLL, T. E., International Association of Machinists, Washington, D. C.
- CARTER, W. S., president Brotherhood of Locomotive Firemen and Enginemen, Peoria, Ill.
- CHADSEY, MILDRED, former secretary Consumers' League of Ohio, Cleveland, Ohio.
- CHAPIN, R. D., president Hudson Motor Car Company, Detroit, Mich.
- CHURCHILL, Mrs. WINSTON, Windsor, Vt.
- CLARK, Dr. W. IRVING, chief surgeon, Worcester, Mass.
- CLARK, W. M., vice president Order of Railway Conductors of America, Washington, D. C.
- CLARKE, WM. P., president American Flint Glass Workers' Union, Toledo, Ohio.
- CLEWELL, C. E., assistant professor of electrical engineering, University of Pennsylvania, Philadelphia, Pa.
- COATES, DAVID C., former Commissioner of Public Works of Seattle, Spokane, Wash.
- COHN, HARRY, chairman Cloak, Suit, and Skirt Manufacturers' Protective Association, New York.
- CONBOY, Mrs. SARA A., secretary-treasurer United Textile Workers, New York.
- CONNELLY, JOHN J., International Association of Machinists, Boston, Mass.
- CONROY, Miss MARY, member Bindery Women's Union (local), Baltimore, Md.
- COOLIDGE, L. A., treasurer United Shoe Machinery Co., Boston, Mass.
- COULTER, Dr. JOHN M., University of Chicago, Chicago, Ill.
- COUZENS, JAMES, Commissioner of Police, Detroit, Mich.
- CRAWFORD, GEORGE GORDON, president Tennessee Coal & Iron Co., Birmingham, Ala.
- CRAWFORD, HARDIN L., New York.
- CROCKER, WM. H., president Crocker National Bank, San Francisco, Cal.
- CROWLEY, P. A., vice president New York Central Lines, New York.
- CURLEY, JOHN F., president American Wire Weavers' Association, Holyoke, Mass.
- CURTIS, THOMAS J., president Tunnel and Subway Constructors' Union of North America, New York.
- D'ALLESSANDRO, D., president International Hod Carriers, Building, and Common Laborers' Union of America, Albany, N. Y.
- DALEY, Miss MARGARET, United Garment Workers, New York.
- DARLINGTON, Dr. THOMAS, secretary welfare committee, American Iron and Steel Institute, New York.
- DAVIDSON, HENRY P., J. P. Morgan & Co., New York.
- DAWES, CHARLES G., president Central Trust Co. of Illinois, Chicago, Ill.
- DAWSON, MILES M., attorney, New York.
- DEEMS, J. F., former general superintendent of motive power, New York Central Lines, West Burlington, Iowa.
- DEVINE, EDWARD T., director New York School of Philanthropy, New York.
- DEWEY, Dr. JOHN, Columbia University, New York.
- DIAMOND, WILLIAM, organizer, United Mine Workers of America, Cumberland, Md.
- DITMAN, Dr. NORMAN E., chairman department industrial hygiene, American Museum of Safety, New York.
- DOAK, WM. N., Brotherhood Railway Trainmen (legislative committee), Washington, D. C.
- DODD, ALVIN E., secretary National Society for the Promotion of Industrial Education, New York.
- DOLD, CHARLES, president Piano and Organ Workers' Union of America, Chicago, Ill.
- DONLIN, JOHN, president Building Trades Department, American Federation of Labor, Washington, D. C.
- DOTY, Dr. ALVAH H., medical director Western Union Telegraph Co., New York.
- DOW, MARCUS A., general safety agent New York Central Lines, New York.
- DREIER, MARY E., Women's Trade Union League, New York.
- DUFFY, FRANK, secretary United Brotherhood of Carpenters and Joiners of America, Indianapolis, Ind.
- EASLEY, RALPH M., chairman executive council, The National Civic Federation, New York.
- EATON, J. M., welfare department, Cadillac Motor Car Co., Detroit, Mich.
- ECKHART, B. A., president B. A. Eckhart Milling Co., Chicago, Ill.
- EGAN, J. P., Weekly News Letter, American Federation of Labor, Washington, D. C.
- EVANS, Dr. W. A., president American Public Health Association, Chicago, Ill.
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